



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Jane R. Wilkinson
Current Profession	Labor Arbitrator
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Information Updated	November 2017

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	350	As Interest Arbitrator	25
As Mediator	40	As Fact-Finder	20

Employment with Impartial Labor Relations Administrative Agencies

Organization	Washington State Public Employment Relations Commission		
Position	Chair	From / To	1980 – 1989

Primary duty was to hear and decide appeals from hearing examiner decisions in unfair labor practice, representation and other cases. Authored or participated in several hundred published decisions on such issues as: duty to bargain, discrimination, union security, unilateral changes, deferral to arbitration, interference, job classification, and appropriate bargaining units. Also considered numerous issues pertaining to evidence and procedure.

Brief Description of Industries and Issues Dealt With

Arbitration, Mediation and Fact-finding Experience has included a broad variety of contract interpretation and disciplinary issues, grievance mediation, and determining or recommending terms of contract. Public sector experience covers county and city government, including uniformed services (e.g., fire fighters, police), dispatchers, road and park crews, clerical, administrative and professional employees; public and private utilities; public schools (teachers and classified employees); colleges and universities; state government; port districts; hospitals; public transportation districts; and a number of agencies of the federal government.

Other Qualifying Experience

Firm or Organization	<u>Weyerhaeuser Company</u>		
Position	<u>Attorney at Law</u>		
Impartial/Advocacy?	<u>Advocacy (not entire time)</u>	From / To	<u>01/1976 – 08/1985</u>
Firm or Organization	<u>Honorable Vernon R. Pearson</u>		
Position	<u>Law Clerk</u>		
Impartial/Advocacy?	<u>N/A</u>	From / To	<u>09/1974 – 12/1975</u>

Educational Background

University of Michigan, B.A., Liberal Arts, 1968.
 Gonzaga University Law School, J.D., summa cum laude, 1974.

Professional Certifications and Licenses

Attorney, Admitted to bar, State of Washington, 1974, now inactive.

Membership in Professional Organizations

Washington State Bar Association, Member since 1974, now inactive.
 National Academy of Arbitrators, Member since 1993.

Availability and Fees

Availability: Grievance arbitration, Interest arbitration, Fact-finding.

Constraints on Time: Available for hearings from May 1 to October 30 of each year.

Current Fees: PER DIEM: \$1,700.00 for grievance arbitration cases, \$1,900 for interest arbitration. This per diem fee is applicable to labor case hearings, study time, and travel time. Hearing and travel time are based on an eight-hour day; study time is based on a seven-hour day. Billing time for study and travel is broken into fractions of a day to the nearest quarter hour

HOURLY RATE FOR MOTIONS, CONFERENCE CALLS, ETC.: \$240.00

Cancellation Fees: The above per diem (\$1,700/\$1,900) applies to each day scheduled and then canceled or postponed within 21 calendar days of the date set for hearing. A one-half per diem charge (\$800/\$900) will be assessed for each day scheduled but later canceled or postponed 22 to 45 calendar days in advance of the hearing. If applicable, airline change fees (approximately \$100) and hotel cancellation (some

require 48 hours or more notice) will be assessed. Ordinarily, fully refundable airline tickets will be purchased. Any prehearing time spent on the case (not including scheduling and similar administrative matters) will be billed at the above-quoted hourly rate.

Travel/Subsistence Charges:

Charges to parties will include reasonable travel expenses, with automobile mileage at \$0.55/mile. Meals and incidentals will be assessed at the rate shown for the locality at <https://www.gsa.gov/travel/plan-book/per-diem-rates>.

Other Fees Charged:

OFFICE EXPENSES: Reasonable costs for paralegal (e.g., editing, proof-reading, fact-checking, research assistance) and office assistance will be charged.

RESPONSIBILITY: Parties are jointly and severally liable for all arbitrator fees and expenses. Unless the parties otherwise mutually agree (and the arbitrator is so notified), each party will be billed for one-half of the arbitrator's fees and expenses. Invoices that are not paid within 30 days will be assessed the greater of \$25 or 1% per month rebilling fee.

ACCEPTANCE: The scheduling of a case will constitute the acceptance of these terms. If one or more of the above fees or conditions are unclear or unsatisfactory, please advise the arbitrator prior to scheduling the hearing date(s).